



2024

CNOOC Canadian Stewardship Report

CNOOC PETROLEUM
NORTH AMERICA ULC

Table of Contents

This Stewardship Report responds to our commitment to deliver on environmental, safety, and social actions for CNOOC Petroleum North America ULC and subsidiaries (collectively, “CNOOC North America”).

In June 2024, the Government of Canada passed amendments to the *Competition Act* (Canada), resulting in changes to the law around environmental communications. With these changes, companies communicating the work they are doing in relation to climate change or the environment face uncertainty on how this new legislation will be interpreted and applied on a go forward basis. As a result, this report does not contain environmental content or data.

Many of the photographs in this report were provided by CNOOC North America employees. We would like to thank those who contributed pictures to this edition of the Stewardship Report.

Message from our CEO 3

Our Business at a Glance 4

Improving Safety Performance 7

Environmental Stewardship 12

Supporting our Community 15

Supporting our Indigenous Neighbours 21





Message from our CEO

I joined CNOOC North America in the position of CEO at the end of 2024.

While I have only been in this role for a short time, I am enthusiastic about the growth and potential I see for our business, and the exceptional team behind it. CNOOC North America achieved some great results in 2024, which I am excited to share with you.

First and foremost, we achieved excellent safety performance across our operated assets in 2024, with zero Significant Events, Lost Time Incidents and Tier 1 Process Safety Events. I am also proud to share that we have reached several best-in-class safety milestones at our operated sites, including reaching an impressive 5,000 days without a recordable incident at the Balzac Power Station. These achievements reflect our team's commitment to safety and are a testament to the strong safety culture that we are building together.

In 2024, we also reached record total production highs at our flagship oil sands operations and were recognized as one of Alberta's top 4 in-situ production gainers. As we grow, we continue to look for ways to avoid, mitigate, and minimize environmental effects through thoughtful facility design, participation in industry groups, and the implementation of new technologies.

We also continued to build on our relationships with and invest in the communities where we live and work. This is a focus area for me personally, and I look forward to meeting more of our community stakeholders and partners in the coming year. In 2024, we awarded over CAD\$22 million in contracts to local and Indigenous businesses. We also supported over 50 different charitable organizations and Indigenous groups through our community investment programs – and many more when you factor in our employee matching and volunteer programs. We hosted our third annual Volunteer Month campaign in September with our highest employee participation to date.

Finally, I'd like to acknowledge the dedicated, diverse and talented people that power our business. CNOOC North America's evolution could not have been achieved without our strong team and key individuals who have contributed to our success by leading us through significant industry and global challenges, while building CNOOC North America's long-term strengths. You'll meet several of them in the pages ahead. They make the impossible, possible, each and every day. I can't wait to see the new heights that we will reach together in 2025!

Always united, enterprising, and striving for excellence,



Liu Xiaoxiang
CEO – CNOOC North America



Our Business at a Glance

CNOOC Limited (“CNOOC”) is a global energy company with operations in Asia, Africa, the Americas, the Middle East, and Europe. As a subsidiary of CNOOC, CNOOC North America is an upstream oil and gas producer that mainly engages in the exploration, development, production and sale of crude oil, natural gas, and electricity in North America.

CNOOC North America is committed to responsible stewardship throughout the decision-making process in all operations. Environmental, social, economic and health considerations are evaluated in new project designs and in operations to focus on environmental performance.

CNOOC North America manages a diverse portfolio of assets which vary in terms of resource type and development stage, including:

Operated Oil Sands in Alberta, Canada	Non-Operated Oil Sands in Alberta, Canada ¹	Non-Oil Sands Projects in Canada ¹	US Shale Projects
• Long Lake • Cottonwood • Leismer	• Syncrude • Hangingstone • Meadow Creek • Corner • Oslo • Chard	• Balzac Power Station (50% WI) • Soderghen Wind Farm (50% WI) • Shale gas in NE BC	• Eagle Ford • Rockies

Our diversified asset base is a key success factor in our ability to deliver continued safe results.

2024 Highlights

CNOOC North America closed out the calendar year 2024 with **zero Significant Events, zero Lost Time Incidents (“LTI”) and zero Tier 1 Process Safety Events** at any of our operated sites. In all operations, we are proud of our culture of safety!

Our teams work together to continually improve our processes and performance and as a result, in 2024, CNOOC North America’s assets reached a new total annual production record.

¹Each asset contains the working interest (“WI”) of CNOOC North America.



Long Lake Oil Sands Operations

The Long Lake SAGD facility, located south of Fort McMurray, Alberta, began producing in 2008 and is owned and operated by CNOOC North America.

The Long Lake SAGD facility, located south of Fort McMurray, Alberta, began producing in 2008 and is owned and operated by CNOOC North America. In 2024, CNOOC North America continued to ramp up production at the facility, with a growth rate of 8.5%, marking our highest annual production rate to date. The Alberta Energy Regulator recognized CNOOC North America at Long Lake to be one of the Top 4 in-situ production gainers in Alberta.²

In addition, the Long Lake Northwest Project (“LLNW”) commenced production safely in 2024. The main production facilities include a new well pad, 8 well pairs, and 4 pipelines.

Where possible, the new LLNW pad utilized existing infrastructure, flowlines and equipment with the new production being routed back to the existing Long Lake facilities, which also provided the required steam for the pad. This complex project included the drilling of 8 well pairs, tieback of flowlines and powerlines, and the installation of 5 modules, an electrical house and Variable Frequency Drive skid.

As part of CNOOC North America’s production optimization activities at Long Lake, we continued to target the re-use of existing well pads and well bores through our Brownfield program. The acceleration of our Brownfield program continues to support increased, cost-effective production. As a result, CNOOC North America was able to produce an additional 13,500 barrels of oil per day - more than 18% of the total production achieved at the calendar year-end.

CNOOC North America also successfully executed CNOOC’s first coil deployed electric submersible pumps (“ESP”) system in a SAGD well at Long Lake. This technology was designed for the efficient deployment of ESPs on coiled tubing. This rig-less setup allows for safer well interventions without the need for a workover rig and enables live-well deployment and customization to variable pump lengths. The installation process and operation of these systems has been successful. This technology has the potential to eliminate the need for flow line removal and well kill, which will contribute to future operating expenditure reduction and minimize the impact on reservoir and production due to well intervention activities.



LLNW achieves mechanical completion



LLNW achieves first oil!



Trial of first coil deployed ESP system in a SAGD well at Long Lake

²See more at: oilsandsmagazine.com/news/2025/2/5/record-production-2024-thermal-in-situ-sagd-facilities



Balzac Power Station

CNOOC North America is a 50% partner (with ENMAX Energy) and operator of this 120-megawatt, natural gas-fired, combined cycle power station in Balzac, Alberta.

This facility has achieved 5,000 days without a recordable injury and maintained an outstanding record of zero LTI since the facility's commissioning in 2001. In 2024, while maintaining this notable safety record, the facility generated over **461,220 megawatt hours** for the Alberta electricity grid in 2024, which is equivalent to **powering about 64,000 homes for one year.**³



Soderghen Wind Farm

CNOOC North America is a 50% partner in the 70.5-megawatt Soderghen Wind Farm that is operated by a subsidiary of TransAlta Corporation, GW Power Corp., in southern Alberta near Fort Macleod, Alberta.

This wind facility is EcoLogic certified by the Environmental Choice Program.

The wind farm consists of 47 turbines, each capable of producing 1.5 megawatts of power, that produced a total of **232,290 megawatt hours** in 2024, which is equivalent to **powering over 32,200 homes.**⁴



³The Alberta Government states that the average household in Alberta uses 7,200 kWh per year.

⁴See note #3.



Improving Safety Performance

At CNOOC North America, nothing is so important that it can't be done safely. The safety and wellbeing of our people and the community always come first. This commitment comes right from the top, and every member of our CNOOC team, at site or in the office, is expected to approach their work with "Safety First" in mind. By integrating health and safety into all aspects of operations and employing continuous improvement, CNOOC North America is able to achieve safety excellence.

2024 CNOOC Canada Safety Performance

KPI	Canadian Operations Total
High Potential Event Frequency	0
Lost Time Injury Frequency	0
Total Recordable Injury Frequency	0

In 2024, we engaged in a considerable number of work hours:

2,604,111 hours



CNOOC Limited HSE Leadership and the CNOOC Group Safety and Environmental Protection Inspection Team conduct a safety management review and on-site inspection at Long Lake

TAKING A SAFETY FIRST APPROACH

In 2024, CNOOC North America achieved excellent safety performance, with **zero Significant Events, Recordable Injury and LTI events** across our operated assets, while successfully executing on multiple major projects and increasing production.

Throughout the year, we achieved several significant safety milestones at CNOOC North America operated sites:

- The Balzac Power Station reached a major milestone - **5,000 days without a recordable incident!**
- The Long Lake facility reached **1,000 days without an LTI.**

These achievements reflect the hard work and discipline of our team members, and our ongoing commitment to fostering a strong safety culture.



In 2024, Long Lake proudly celebrated an exciting achievement—1,000 days without a LTI! We have worked really hard as a company to strengthen our safety culture and ensure everyone gets home or back to camp safely at the end of each day. Our success depends on our ability to run our operations and projects safely, and everyone plays a key role.

BRENT JESSIMAN VP – QHSE, NORTH AMERICA



The Balzac Power Station and HSE employees complete a fire safety inspection



Q & A



NIRAV PATEL
GM – Balzac Power Station

Balzac Power Station Reaches Major Safety Milestone

Q: Tell us about the significant milestone that the Balzac Power Station achieved in 2024.



The winter conditions that Balzac personnel face working in Alberta, Canada

A: In 2024, the Balzac Power Station achieved an impressive milestone, reaching 5,000 days without a recordable incident! This means the team has gone approximately 13.5 years without a recordable incident, which is any injury that requires medical attention. To put the scale of this achievement in context, over 7,000,000 megawatts of electricity were produced by the Balzac Power

Station during the 5,000 days, enough to power over 50% of homes in Alberta for a year.⁵

⁵See note #3.

Q: What challenges did the team need to overcome to achieve this milestone?

A: The team achieved this milestone despite having to carry out a number of activities and busy work scopes. Some of their safety challenges included:

- Conducting turnarounds and outages;
- Turbine hot section overhauls and major overhauls;
- Working in -40 degree Celsius weather; and
- Working in confined spaces, at heights, and heavy lifting.

Q: To what do you attribute the team reaching this milestone?

A: This achievement is a testament to the safety culture embraced and delivered consistently by the team, as well as to their full compliance with all Quality, Health, Safety and Environment (“QHSE”) standards in the industry. This is a fantastic achievement and it’s only through the hard work and dedication of the team that we’ve reached this point. I’d like to take this opportunity to thank current and past team members for always keeping safety at the forefront of their minds.

**WELL DONE TO
THE BPS TEAM
FOR ACHIEVING
5,000 DAYS
INCIDENT-FREE!**



Several Balzac Power Station team members gather to celebrate reaching this momentous milestone!



CNOOC North American leaders, VP – QHSE and VP – Operations, are on hand to mark this momentous occasion!

CONTINUOUS IMPROVEMENT ON SAFETY



CNOOC North America Management Team visits LLNW site during Safety Month

Some of the activities we undertook this year to continuously improve our safety performance include:

- Hosting an annual Operations and Contractor Safety Fresh Start Workshop to recap our historical QHSE performance and identify opportunities for future improvement;
- Conducting fire and gas safety inspections at our operated sites;
- Participating in a CNOOC-wide Safety Month campaign, guided by the theme “From Talk to Action: Let’s Open Up Life-Saving Channels Together for a Safer Tomorrow!”;
- Hosting a month-long QHSE Campaign to highlight areas with top-quality products, services, and efficiencies with the theme, “Synergy in Quality: Together, We Achieve Excellence!”;
- Offering First Aid and CPR Training sessions to CNOOC North America employees;
- Conducting monthly Safety Committee meetings with cross-functional teams; and
- Hosting daily Toolbox Talks to communicate safety information in a timely manner.

Cybersecurity

As cybersecurity risks continue to evolve, our multilayered approach to preventing and mitigating the risks of cyberattacks helps protect us against business disruptions and threats that could affect our data, facilities, operations, or the safety and privacy of our employees and customers. Attacks against other companies in recent years highlight the urgent need for robust cybersecurity measures at all companies.

Awareness remains one of the best defenses, and cybersecurity education is a priority for CNOOC North America. This year, CNOOC North America hosted a cybersecurity awareness campaign and helped employees to stay cyber-aware by participating in phishing simulations.



Long Lake employees and contractors attend the annual Operations and Contractor Safety Fresh Start Workshop

Fire safety

At our Long Lake facility, the on-site firefighting team conducted 138 training sessions in 2024, following an annual training plan. This plan ensures that the team is trained on key items such as wildland fire and medical response, the Incident Command System, operating respiratory protective equipment, relay pumping and nozzle control, and ladder set-up.



Long Lake firefighter training

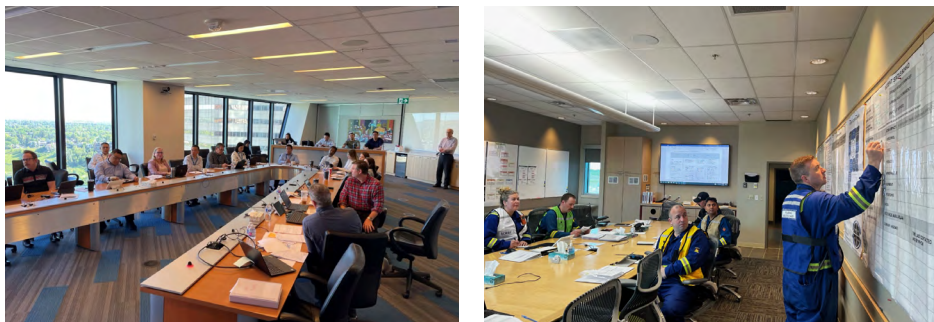
Firefighting is a high-risk profession that demands quick decision-making, technical expertise, and physical endurance. These training sessions enhance emergency response capabilities, improve technical firefighting skills, and strengthen firefighters’ physical and mental preparedness. Regular training is crucial to ensure that firefighters are well-prepared for a variety of emergency situations.

Wildfire safety

2024 proved to be another challenging year for wildfires in northern Alberta.

CNOOC North America takes wildfire prevention seriously. Our QHSE team began to prepare for wildfire season in the Long Lake area in February, guided by our Wildfire Management Plan. Throughout the wildfire season, we continued to monitor the situation closely, hosting daily safety meetings and consulting the Alberta Wildfire website, meteorological agencies, bulletin boards and GIS tracking.

Equipping the team with the right tools, training and safety protocols is crucial for wildfire situations. As part of this, CNOOC North America conducted a company-wide Emergency Response tabletop exercise which simulated a wildfire emergency with our Business Support, Human Resources Emergency Response and Incident Management teams in preparation for a real event.



Long Lake and Calgary employees participate in a Wildfire Emergency Response Tabletop Exercise

We can all play a role in preventing wildfires and fire-related power outages within our communities. Visit the [Alberta Fire Bans](#) website to view current fire bans, restrictions and advisories in your area.

Emergency responses

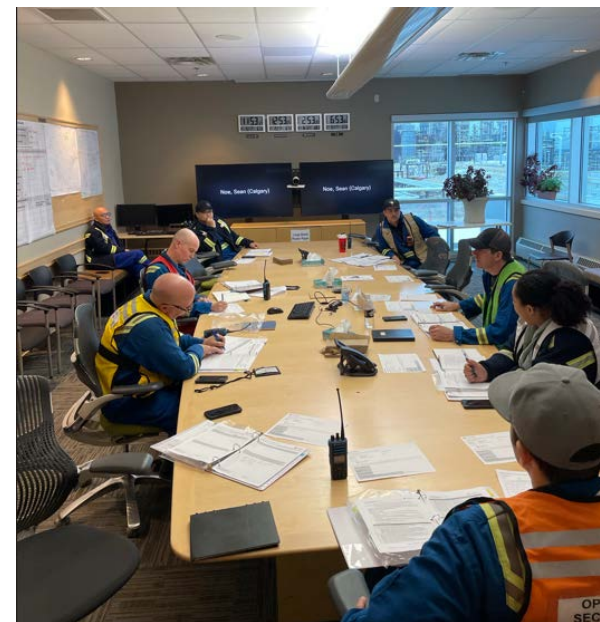
CNOOC North America made great strides to improve our overall emergency response system and capabilities to ensure that our team is prepared should an event occur. In 2024, CNOOC North America conducted over 151 drills and exercises with 918 participants.

In addition, we conducted two environmental emergency exercises in the fourth quarter as required by the *Canadian Environmental Protection Act, 1999* (Canada) ("CEPA") to assess the adequacy of our response plans associated with our Long Lake camp facilities and the Long Lake processing facilities. In both cases, our response plans met CEPA requirements.



Offering a Safe Haven

In May, a wildfire burning near Fort McMurray, Alberta prompted the evacuation of several neighborhoods, including those where some of our employees live. In response, CNOOC North America offered camp accommodations at our Long Lake site to employees and their families, as well as to contractors who were seeking a safe place to stay in the interim.



Long Lake employees complete annual testing of the CEPA E2 Plan



Environmental Stewardship

CNOOC North America remains committed to engaging with stakeholders such as regulators, local communities, and industry partners to work collaboratively and progress our shared environmental goals. In 2024, we continued to seek out opportunities to reduce greenhouse gas emissions, reduce our infrastructure and environmental footprint, and conserve biodiversity.

We regret that we are unable to provide an environmental and climate update currently. The Government of Canada passing amendments to the Competition Act does not change our commitment to the environment and to ensuring safe, reliable operations, only the way in which we are communicating these aspects of our business. As we receive additional guidance, we intend to consider the approach going forward.



Aerial view of the lake near our Long Lake SAGD facility in northeastern Alberta

Reportable Spills – Events

Year	Total	Balzac Power Station & Legacy	Long Lake Oil Sands
2020	6	1	5
2021	2	0	2
2022	0	0	0
2023 ⁶	6	0	6
2024	6	0	6

Reportable Spill Events – Total Volume (m³)⁷

Year	Total	Balzac Power Station & Legacy	Long Lake Oil Sands
2020	12	0	12
2021	19	0	19
2022	0	0	0
2023 ⁸	24	0	24
2024	151	0	151

Environmental/Regulatory Fines and Non-Monetary Sanctions⁹

	2020	2021	2022	2023	2024
Count	0	0	0	0	16



A CNOOC North America Field Environmental Coordinator sampling soil after spill clean-up

REGULATORY INSPECTIONS IN ALBERTA

In 2024, approximately 86% of inspections performed by the Alberta Energy Regulator were deemed satisfactory (i.e. no regulatory non-compliances identified) and CNOOC North America surpassed the industry average by 13%.¹⁰ CNOOC North America ensured that any inspection that did not result in a satisfactory result was promptly rectified.

MITIGATING FUTURE EVENTS

CNOOC North America teams are proactively working to prevent future spill incidents at our operated sites. Our teams work together to continually improve our process and performance through process safety metric tracking, monitoring and training.

Learning from past incidents and identifying the underlying factors of each event enables CNOOC North America to make informed recommendations to reduce the likelihood of their recurrence in the future. Individuals are assigned to each event and are responsible for ensuring that the necessary actions are taken, progress is monitored and communicated, and recommendations are fully implemented. These actions typically involve organizing meetings or workshops with technical employees to review the incidents, proposing changes to facility designs, procedures, and training, and consulting with regulatory bodies to evaluate our mitigation strategies, where appropriate.

⁶The 2023 Reportable Spill Events value was reported incorrectly in the 2023 Report from CNOOC North America, as it included both reportable and non-reportable spills.

⁷Volumes include liquid and solid reportable releases.

⁸The 2023 Reportable Spill Events Total Volume value was reported incorrectly in the 2023 Report from CNOOC North America, as it included both reportable and non-reportable spills.

⁹This table includes any significant fines and non-monetary sanctions for non-compliance with environmental regulations.

¹⁰AER Licensee Compliance Report Card, 01 Jan 2024 – 31 Dec 2024.

INDUSTRY PARTICIPATION

In 2024, CNOOC North America continued to participate in partnerships and industry organizations aimed at protecting biodiversity and improving land reclamation techniques, including:

- **Industrial Footprint Reductions Options Group (iFROG) Steering Committee:** A program which focuses on developing and executing on wetlands research projects aimed at advancing a common vision for wetland reclamation during in-situ project closure. The initiative also requires that iFROG members fulfill the wetland research requirements outlined in their respective *Environmental Protection and Enhancement Act* (Alberta) approvals.
- **Regional Industry Caribou Collaboration (“RICC”) Steering Committee:** A group of energy and forestry companies working collaboratively to coordinate research, integrated land management, and active, science-based adaptive management that contributes to caribou conservation and habitat recovery in the geographic scope of interest.
- **Canadian Association of Petroleum Producers (“CAPP”):** CAPP actively works to promote sustainable practices within the oil and gas industry, focusing on minimizing environmental impact. CAPP supports biodiversity conservation by advocating for responsible resource development, fostering partnerships for habitat restoration, and ensuring that members implement best practices in environmental stewardship to protect and enhance ecosystems.

ABANDONMENT, RECLAMATION & REMEDIATION ACTIVITIES

We continue to engage in abandonment, remediation and reclamation activities across our sites, where applicable.



A moose observed within the Long Lake Facility area captured by remote camera



A lynx observed within the Long Lake Facility area captured by remote camera



Black bear observation during pre-disturbance wildlife sweep activities



Supporting our Community

CNOOC International's Community Investment program helps strengthen the communities where we live and work through meaningful corporate gifts including donations and sponsorships, employee programs and scholarships. CNOOC's Community Investment program aims to strengthen the communities where we live and work.

In 2024, CNOOC North America continued to focus on the below three pillars of the Community Investment Program. Our program is guided by the following pillars:

- **Building Thriving and Safe Communities**
Supporting individuals and families in need and prioritizing initiatives that build safe communities. This includes initiatives that contribute to advancing safety and emergency response in the communities where we operate.
- **Indigenous Capacity Building**
Supporting capacity building and community development with the Indigenous communities neighbouring our operations.
- **Advancing Education**
Funding programs focused on advancing educational attainment and building knowledge related to science, technology, engineering and mathematics.



Our Technical Services Centre Team volunteers at the Calgary Drop-in Centre's Donation Centre

Throughout the year, CNOOC North America provided funding to over 50 organizations and Indigenous communities in Alberta near Anzac, Calgary and Fort McMurray, in support of over 80 events and initiatives. This year, some of our highlights include supporting organizations committed to ending food insecurity, the volunteer efforts of our employees to make a difference in the communities in which we work and live, the heroic efforts of a 24/7 helicopter emergency medevac service for the people of northeastern Alberta, and our partnership with the Regional Recreation Corporation of Wood Buffalo.

In addition, as a partner in Syncrude, CNOOC North America also contributes funding to the project's community investment activities in the Wood Buffalo region throughout the year.

Supporting local community spaces

In May 2024, CNOOC North America sponsored a free Family Fun Day at the Anzac Recreation Centre in celebration of the facility's 10-year anniversary. Members of the community were invited to enjoy family-friendly activities, including face-painting, games, fitness classes, a magic show, and more. CNOOC North America also sponsored a community BBQ for event attendees, supporting 1,300+ meals. At the event, it was announced that we will continue our role as Presenting Sponsor of the facility. CNOOC continues to also support the family-friendly events hosted by the centre throughout the year.

“

The Anzac Recreation Centre is an important gathering place for sports, recreation, and events for local community members. It also supports the health and well-being of the people of this region, including our own CNOOC North American employees and their families. We are proud of our partnership with the Anzac Recreation Centre as it embodies the spirit of CNOOC's community investment pillar, building safe and thriving communities, and offers a unique opportunity to engage with and make a meaningful impact on the communities where we live and operate.

BAOSHAN LU VP - OPERATIONS, NORTH AMERICA



CNOOC has been the Presenting Sponsor of this facility, located in Anzac, Alberta since its doors opened in 2014. Developed and built by the Regional Municipality of Wood Buffalo, the 112,000 square-foot facility includes a fitness centre, indoor running track, NHL-sized arena, field house, boardroom and meeting spaces, indoor playground, and other amenities which contribute to the health and wellbeing of locals.



The Anzac Recreation Centre presented by CNOOC located in Anzac, Alberta

“

With an impressive 85,000 visits annually, twenty thriving community partnerships, and five passionate sport user groups, the Anzac Recreation Centre presented by CNOOC has truly become a cornerstone of the Anzac community! Since its grand opening in 2014, CNOOC has been a steadfast and invaluable partner, and we are beyond grateful for their unwavering support. Their dedication shines through not only in Anzac but also at the CNOOC Field Houses 1 and 2 at MacDonald Island Park and their generous sponsorships of major community events like the Inter Pipeline Fort McMurray Marathon, the MacDonald Island Park Canada Day celebration, The Craze, and the Baseball Canada Cup. A heartfelt thank you to CNOOC for their continued dedication to our region and for working with us to deliver on our vision to create community together!

GRAIG WALSH CHIEF EXECUTIVE OFFICER, RRCWB



Supporting local food banks

CNOOC North America and its employees supported multiple organizations performing the important work of battling food insecurity locally, including:

- In the Wood Buffalo region, CNOOC North America once again supported the local food bank with donations totaling CAD\$30,000.
- In Calgary, support was provided to the Calgary Food Bank for the Weekends and More program, which provides at-risk students with access to nutritious food hampers, and to the 39th Annual CBC Blitz Day campaign, which raised funds to ensure supplies of necessities during the holiday season and beyond. Our contributions to the Calgary Food Bank in 2024 totaled CAD\$39,000. CNOOC North America also contributed to the Veterans Food Bank of Calgary.
- In the Nelson, British Columbia region, CNOOC North America contributed to the Nelson Community Food Centre Good Food Bank.



GM - Marketing announces CNOOC North America's donation alongside Jenny Howe, CBC Calgary The Homestretch Host at the CBC Food Drive Blitz



The Calgary Food Bank is a critical organization in our city. It's important to the company and our employees to do our part and support this cause, especially as more people are relying on their services than ever before.

CURTIS STEIERT

GM - MARKETING, NORTH AMERICA



CNOOC North America employees assembled 168 food packages at their shift at the Calgary Food Bank



This generous contribution from CNOOC truly makes a difference, and we couldn't be more grateful. The Calgary Food Bank was founded over 40 years ago, by community for community, and gifts like this play a vital role in helping us fulfill our mission of making food accessible to everyone in our city.

MELISSA FROM PRESIDENT & CEO, CALGARY FOOD BANK

**CALGARY
FOOD
BANK**

Enabling vital services in remote communities

CNOOC North America is pleased to support the efforts of the Local HERO Foundation which delivers 24/7 helicopter emergency medical services in northeastern Alberta at no cost to patients. In 2024, the Local HERO Foundation received 129 calls and clocked 123 flight hours, providing safe, swift, and critical emergency transport to patients in rural and remote locations who otherwise would have faced significant delays waiting on ground transportation, or where ground access may not have been available. Local HERO Foundation's H135 twin engine medevac is flown with two pilots on every mission. Two Regional Emergency Services paramedics, always including at least one Advanced Care Paramedic, are deployed on every HERO 1 mission ensuring advanced medical interventions at the scene and enroute to definitive care when time is a factor.



Local HERO Foundation's H135 twin engine medevac



CNOOC's investment in the Local HERO Foundation has had a profound and lasting impact on the safety and health of our region. As we continue our mission to provide critical medevac services, we deeply appreciate their ongoing support and dedication to making a difference in the lives of those who need it most.

LORNA ASH

EXECUTIVE DIRECTOR, LOCAL HERO FOUNDATION



Encouraging employees to give back

Employee giving is an important way in which we make a difference in the lives of people within the communities near our operations. Every year employees volunteer time and/or provide financial support to local organizations. CNOOC North America is pleased to support its employees through the ReachOut Matching program (the "Matching Program") and Helping programs (the "Helping Program") under our Community Investment umbrella.

Matching Program

The Matching Program sees CNOOC North America match dollar-for-dollar donations made by employees to charitable, non-profit, and community organizations. The Helping Program recognizes and encourages employee volunteering through volunteer days, volunteer rewards, and sports grants. Through the two programs, CNOOC North America donated over CAD\$105,000 to causes important to our employees.

Helping Program

All employees receive two company-issued volunteer days per year through the Helping Program. During these volunteer days, employees spend paid worktime volunteering for initiatives, charities, or non-profit organizations that are personally important to them. In addition, through the Helping Program, volunteer rewards are valued at CAD\$25 for each hour volunteered outside of work hours up to 40 hours per year. Employees can generate a maximum value of CAD\$1,000 per year, which can be donated to one or more charitable organizations of the employee's choice. Employees are eligible to receive a CAD\$250 sports grant for an amateur sport organization after volunteering a minimum of 20 hours of their personal time to that organization.

Volunteer Month

CNOOC North America hosted its third annual Volunteer Month in September, which encouraged employees to spend time volunteering with local organizations with their colleagues. Nearly 50 employees across our Calgary, Balzac, and Long Lake locations participated in Volunteer Month activities in support of 6 organizations.



Balzac Power Station team members sorted canned donations at the Veterans Food Bank warehouse during Volunteer Month



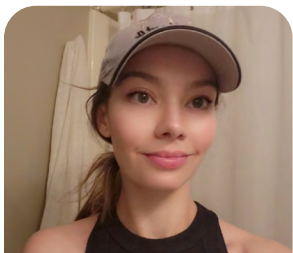
Our Drilling & Completions and Engineering & Construction teams joined forces to plant 100 trees in Fish Creek Park in Calgary during Volunteer Month

ADVANCING EDUCATION

CNOOC North America promotes development of education opportunities in local and regional communities near our operations. As part of this commitment, CNOOC North America invested over CAD\$70,000 to advance education, including a scholarship program at Bill Woodward High School in Anzac, Alberta; student awards and bursaries at Keyano College in Fort McMurray, Alberta; program support for APPLE Schools Foundation in the Wood Buffalo region and more.

Keyano College CNOOC International Indigenous Award Recipient:

Hailey Chachula-Owchar Bambhania



"I am writing to extend my deepest gratitude for the honour of receiving the CNOOC International Indigenous Award. Your generosity has not only relieved my financial concerns as a nursing student but also given me a sense of security, knowing that I can focus completely on my studies and clinical experiences. This award means more to me than words can express, I assure you that this recognition will serve as a driving force in my academic journey, inspiring me to strive for excellence in my studies. Your commitment to supporting students like myself has a lasting impact, and I am determined to make the most of this opportunity. Once again, thank you from the bottom of my heart for your generosity and for investing in my education. Your kindness has made a significant difference in my life, and I am truly grateful for the doors this award opens for me."

HAILEY CHACULA-OWCHAR

Keyano College CNOOC International Power Engineering Bursary Recipient:

Nathan Morin



"Thank you so much for this amazing award. With this award you are helping me complete my schooling so that I can provide a prosperous future for my family. My finances have been severely strained this last year and I was not sure I would be able to pay for my schooling; but with this award I can get some peace of mind. Thank you again and I look forward to contributing to Alberta's economy through my work at the Oil Sands."

NATHAN MORIN

DEVELOPING THE NEXT GENERATION

Our Long Lake site was bustling with excitement during the “Bring Your Kids to Work Day” program in November. We welcomed 15 children of our team members at Long Lake to participate in this full-day event at our site. It was a unique opportunity for these students to explore the world of energy production up close, as well as gain an appreciation for our industry. They attended toolbox talks, meetings, toured the site (which included stops at the fire hall and maintenance shop) and had the opportunity to shadow their parents, observing their day-to-day responsibilities and understanding more about the vital roles they play. It was a moment of pride for many employees, as their children saw firsthand the contributions they make to CNOOC!



Long Lake's Bring Your Kids to Work Day

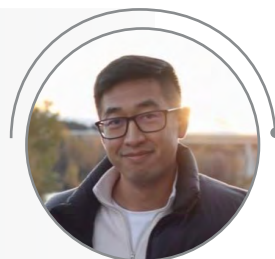


“

I had the privilege of touring the kids around our plant and sharing insights about our Long Lake facility. It was an amazing experience to inspire curiosity and enthusiasm amongst the next generation!

ERIC TANG

DEPUTY GENERAL MANAGER – LONG LAKE OIL SANDS



Supporting our future – Trainee recruitment

CNOOC North America promotes local and regional business development opportunities through the procurement of goods and services for our operations. Hiring local workers and suppliers is mutually beneficial, leading to long-lasting partnerships and economic development.

To enhance CNOOC North America's operational trainee recruitment, we are continuing to expand our reach to operating locations, with a focus on sourcing talent from Fort McMurray, Alberta and other surrounding operating communities. This initiative aims to strengthen our connection with local talent and promote economic growth in these regions.



CNOOC North America participates in the Willow Lake Métis Nation and Fort McMurray First Nation Career Fair



Supporting our Indigenous Neighbours

CNOOC North America is committed to engaging with Indigenous communities from a place of respect for the traditional values and cultures of the many different communities where we do business, following the consultation procedures established by the Alberta Provincial Government's Indigenous Affairs Office to communicate with Indigenous peoples.

We regularly meet with elected Indigenous representatives and community members to discuss activities and proactively address potential opportunities and concerns. Before a project begins, we consult with communities to share the details and acquire information about traditional land use and culturally important areas. We connect regularly with community leadership, members, and advisory committees to identify and discuss community interests and concerns.

Our goal is to foster meaningful and beneficial relationships built on mutual understanding, integrity, respect and transparency. We consider the long- and short-term opportunities and impacts our operations and projects can have on local Indigenous communities. We will continue to work together with intention, creating a new legacy that reflects our deep respect for Indigenous communities. CNOOC North America awarded over CAD\$22 million in contracts to local and Indigenous businesses in 2024.

In 2024, CNOOC North America was also proud to support Indigenous-related organizations and initiatives such as Athabasca Tribal Council, the Lac La Biche Canadian Native Friendship Centre, Northeastern Alberta Aboriginal Business Association, and the Regional Aboriginal Recognition Awards. CNOOC North America also contributed to the construction of a community ice rink on the Heart Lake First Nation and supported Treaty Days activities for the Fort McMurray 468 First Nation, Métis Festivals organized by the Willow Lake Métis Nation and McMurray Métis, and health and healing programs for the Chipewyan Prairie Dene First Nation. In total, CNOOC contributed over \$200,000 CAD to Indigenous-related causes and initiatives in 2024.



CNOOC representatives on a field visit with members of the Willow Lake Métis Nation

FORWARD LOOKING STATEMENTS

Certain statements relating to CNOOC Petroleum North America ULC (the “Company”) in this document or documents incorporated herein by reference constitute forward-looking statements or information (collectively referred to herein as “forward-looking statements”) within the meaning of applicable securities legislation. Forward-looking statements can be identified by the words “believe”, “anticipate”, “expect”, “plan”, “estimate”, “target”, “continue”, “could”, “intend”, “may”, “potential”, “predict”, “should”, “will”, “objective”, “project”, “forecast”, “goal”, “guidance”, “outlook”, “effort”, “seeks”, “schedule”, “proposed”, “aspiration” or expressions of a similar nature suggesting future outcome or statements regarding an outlook.

Disclosure related to the Company’s capital budget, expected future commodity pricing, forecast or anticipated production volumes, royalties, production expenses, capital expenditures, abandonment expenditures, income tax expenses, and other targets provided throughout this document of the financial condition and results of operations of the Company, constitute forward-looking statements. Disclosure of plans relating to and expected results of existing and future developments, including, without limitation, those in relation to: the Company’s oil sands operations, non-operated oil sands projects, US shale projects, and non-oil sands projects (collectively, the “Projects”); construction by third parties of new, or expansion of existing, pipeline capacity or other means of transportation of bitumen, crude oil, natural gas, or natural gas liquids (collectively, the “Products”) that the Company may be reliant upon to transport its products to market; the abandonment and decommissioning of certain assets and the timing thereof; the development and deployment of technology and technological innovations; the financial capacity of the Company to complete its growth projects and responsibly and sustainably grow in the long-term; also constitute forward-looking statements.

These forward-looking statements are based on annual budgets and multi-year forecasts and are reviewed and revised throughout the year as necessary in the context of targeted financial ratios, project returns, product pricing expectations and balance in project risk and time horizons. These statements are not guarantees of future performance and are subject to certain risks. The reader should not place undue reliance on these forward-looking statements as there can be no assurances that the plans, initiatives or expectations upon which they are based will occur.

In addition, statements relating to “reserves” are deemed to be forward-looking statements as they involve the implied assessment based on certain estimates and assumptions that the reserves described can be profitably produced in the future. There are numerous uncertainties inherent in estimating quantities of proved and proved plus probable Product reserves and in projecting future rates of production and the timing of development expenditures. The total amount or timing of actual future production may vary significantly from reserves and production estimates. The forward-looking statements are based on current expectations, estimates and projections about the Company and the industry in which the Company operates, which speak only as of the earlier of the date such statements were made or as of the date of the report or document in which they are contained, and are subject to known and unknown risks and uncertainties that could cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. Such risks and uncertainties include, among others: general economic and business conditions (including as a result of the actions of the Organization of the Petroleum Exporting Countries Plus (“OPEC+”), the impact of armed conflicts in the Middle East, the impact of the Russian invasion of Ukraine, increased inflation, and the risk of decreased economic activity resulting from a global recession) which may impact, among other things, demand and supply for and market prices of the Company’s products, and the availability and cost of resources required by the Company’s operations; volatility of and assumptions regarding Product

prices; fluctuations in currency and interest rates; assumptions on which the Company’s current targets are based; economic conditions in the countries and regions in which the Company conducts business; political uncertainty, including actions of or against terrorists, insurgent groups or other conflict including conflict between states; the ability of the Company to prevent and recover from a cyberattack, other cyber-related crime and other cyber-related incidents; industry capacity; ability of the Company to implement its business strategy, including exploration and development activities; the Company’s ability to implement strategies and leverage technologies to meet climate change initiatives and emissions targets on the expected timelines; the impact of competition; the Company’s defense of lawsuits; availability and cost of seismic, drilling and other equipment; ability of the Company to complete capital programs; the Company’s ability to secure adequate transportation for its products; unexpected disruptions or delays in the mining, extracting or upgrading of the Company’s bitumen products; potential delays or changes in plans with respect to exploration or development projects or capital expenditures; ability of the Company to attract the necessary labour required to build, maintain, and operate its thermal and oil sands mining projects; operating hazards and other difficulties inherent in the exploration for and production and sale of crude oil and natural gas and in the mining, extracting or upgrading the Company’s Products; availability and cost of financing; the Company’s success of exploration and development activities and its ability to replace and expand Product reserves; the Company’s ability to meet its targeted production levels; timing and success of integrating the business and operations of acquired companies and assets; production levels; imprecision of reserves estimates and estimates of recoverable quantities of Product not currently classified as proved; actions by governmental authorities; government regulations and the expenditures required to comply with them (especially safety and environmental laws and regulations and the impact of climate change initiatives on capital expenditures and production expenses); interpretations of applicable tax laws and regulations; asset retirement obligations; the sufficiency of the Company’s liquidity to support its growth strategy and to sustain its operations in the short, medium, and long-term; the strength of the Company’s balance sheet; the flexibility of the Company’s capital structure; the adequacy of the Company’s provision for taxes; the impact of legal proceedings to which the Company is party; and other circumstances affecting revenues and expenses.

The Company’s operations have been, and in the future may be, affected by political developments and by national, federal, provincial, state and local laws and regulations such as restrictions on production, changes in taxes, royalties and other amounts payable to governments or governmental agencies, price or gathering rate controls and environmental protection regulations. Should one or more of these risks or uncertainties materialize, or should any of the Company’s assumptions prove incorrect, actual results may vary in material respects from those projected in the forward-looking statements. The impact of any one factor on a particular forward-looking statement is not determinable with certainty as such factors are dependent upon other factors, and the Company’s course of action would depend upon its assessment of the future considering all information then available.

Readers are cautioned that the foregoing list of factors is not exhaustive. Unpredictable or unknown factors not discussed in this document could also have adverse effects on forward-looking statements. Although the Company believes that the expectations conveyed by the forward-looking statements are reasonable based on information available to it on the date such forward-looking statements are made, no assurances can be given as to future results, levels of activity and achievements. All subsequent forward-looking statements, whether written or oral, attributable to the Company or persons acting on its behalf are expressly qualified in their entirety by these cautionary statements. Except as required by applicable law, the Company assumes no obligation to update forward-looking statements in this, whether as a result of new information, future events or other factors, or the foregoing factors affecting this information, should circumstances or the Company’s estimates or opinions change.



CNOOC Petroleum North America ULC

Suite 2300, 500 Centre St. SE
Calgary, AB T2G 1A6

www.cnoocinternational.com

 **T: 403-699-4000**